

Iowa Falls

Iowa Falls Police Dept. #1

7/1/2005 6/30/2008

AGREEMENT BETWEEN CITY OF IOWA FALLS, IOWA AND

IOWA FALLS POLICE DEPARTMENT  
COLLECTIVE BARGAINING UNIT NO. 1

(POLICE DEPARTMENT)

2005-2008

## TABLE OF CONTENTS

<u>ARTICLE NO.</u>	<u>SUBJECT</u>	<u>PAGE</u>
I	Recognition .....	-3-
II	Stewards .....	-3-
III	Union Business .....	-3-
IV	Dues/Credit Union Checkoff .....	-4-
V	Leave of Absence .....	-4-
VI	Regular Shift .....	-4-
VII	Bulletin Board .....	-5-
VIII	Funeral Leave .....	-5-
IX	Staff Reduction .....	-6-
X	Witness Pay .....	-6-
XI	Call Time .....	-6-
XII	Equipment .....	-7-
XIII	Sick Leave .....	-7-
XIV	Vacation .....	-8-
XV	Holidays .....	-09-
XVI	Employer Insurance .....	-10-
XVII	Safety .....	-10-
XVIII	Residency .....	-10-
XIX	Physical Examination .....	-11-
XX	Court Leave .....	-11-
XXI	Bonds .....	-11-
XXII	Compensation Time .....	-12-
XXIII	Grievance Procedure .....	-12-
XXIV	Wages and Hours .....	-14-
XXV	Duration .....	-16-

AGREEMENT BETWEEN CITY OF IOWA FALLS, IOWA AND  
IOWA FALLS POLICE DEPARTMENT COLLECTIVE BARGAINING UNIT  
LOCAL NO. 1  
(Police Department)

AGREEMENT

This agreement is made and entered by the City of Iowa Falls, Iowa, hereinafter referred to as the Employer and Iowa Falls Police Department Collective Bargaining Unit Local No. 1, hereinafter referred to as the Union.

ARTICLE I

RECOGNITION

The City recognizes the Union as the exclusive bargaining agent for the following bargaining unit:

All full time employees of the Iowa Falls, Iowa, Police Department, including sergeants, patrolmen and dispatchers.

The term "employee" as used in this agreement shall include all of the full time employees of the City above referred to but shall not include employees of the City other than those included in the Iowa Falls, Iowa Police Department including sergeants, patrolmen and dispatchers.

ARTICLE II

STEWARDS

The City recognizes the right of the Union to designate one job steward for each shift to handle Union business. Such business of the Union, however, shall not interfere with the duties of the employee and such activities shall not cause any disruption of the employer's operation.

ARTICLE III

UNION BUSINESS

The City agrees to grant time off without discrimination or loss of seniority rights and without pay to one employee designated by the Union to attend a Labor Convention or serve in any capacity on any other official Union business, necessary and reasonable times not to exceed three days in any calendar year for the purpose of attendance by the employee at a Labor Convention or for the purpose of service in any capacity on any other official Union business provided that forty-eight (48) hours written notice is given to the City by the Union prior to the taking of such leave which notice

shall specify the length of time requested. The said leave shall be granted by the City provided that granting of such leave shall not result in a disruption of the City's operation due to lack of available employees.

#### ARTICLE IV

##### DUES/CREDIT UNION CHECKOFF

The Employer agrees to deduct from the pay of all employees covered by this Agreement, dues, initiation fees and/or assessments of the Local Union having jurisdiction over such employees and agrees to remit to said Local Union all such deductions. Where laws require written authorization by the employee, the same is to be furnished in the form required. The Union agrees to hold the Employer harmless from any liability incurred by the deduction of Union dues, or initiation fees from the wages of any employee in the bargaining unit as provided by this section. Employees may also designate in writing an amount to be withheld from the employee's compensation and deposited directly to a credit union designated by the union.

#### ARTICLE V

##### LEAVE OF ABSENCE

Any employee desiring an unpaid leave of absence from employment shall secure written permission from the council's designee, prior to starting the leave of absence (a copy of the written permission shall be furnished to the Union). The maximum leave of absence shall be for thirty (30) working days. Failure to comply with this requirement shall result in loss of seniority rights. An employee shall not use this Article to be gainfully employed elsewhere.

#### ARTICLE VI

##### REGULAR SHIFT

Time shall be computed from the time the employee checks in until the employee is released. No time shall be paid for check-ins prior to the time the employee is scheduled to work unless the employee is specifically called for an earlier time by the City and no payment shall be received by the employee who shall check out after he is scheduled to terminate his shift unless the employees duties require him to stay for additional time.

If an officer is needed to fill a vacancy on a following shift, the sergeant on the present shift shall have the first opportunity to fill the vacancy on the following shift. If a sergeant is not present, then the officer with the most seniority shall have the first opportunity to fill the vacancy on the following shift. Where two officers are needed to split a shift due to a vacancy, the sergeant or the officer with

the most seniority on the present shift shall have first opportunity to fill the first half of the shift and the sergeant or officer with the most seniority of the shift following the split shift shall have the first opportunity to fill the first half of the split shift. If the sergeant or officer with the most seniority declines to take the shift, the next senior officer shall have the next opportunity, and so on. However, the least senior officer shall be assigned the duty if officers with more seniority shall decline.

"Seniority" as defined for this Article is the officer with the most continuous service with the department.

## ARTICLE VII

### BULLETIN BOARD

The Union shall have the right to maintain a bulletin board on the City's premises to post notices that the Union shall deem necessary. Only the steward of the department affected shall have the authority to remove notices from the bulletin board which have been posted by the Union. The bulletin board shall be marked "Iowa Falls Police Department Collective Bargaining Unit Local No. 1" and shall be located in the Squad Room or other suitable room agreeable to the Union and the City.

## ARTICLE VIII

### FUNERAL LEAVE

In case of the death of a person in the immediate family of the employee, the employee shall be allowed time off with pay, not to exceed three (3) continuous working days. Immediate family of the employee includes: parents, step-mother, step-father, father-in-law, mother-in-law, sister-in-law, brother-in-law, brothers, sisters, grandparents and grandchildren. Funeral leave in excess of three continuous working days may be granted for the death of a person in the immediate family by the City Manager with or without pay, and the granting or denial of pay for such additional leave shall be non-grievable. Attendance at funerals of persons other than the immediate family will be on the approval of the City Manager, denial of which shall not be grievable. An employee shall be allowed five (5) continuous working days off with pay in the case of the death of the employee's spouse, child, or step-child.

## ARTICLE IX

### STAFF REDUCTION

Whenever in the sole and exclusive judgment of the City it is necessary to reduce the working force, the employee with the most recent date of hire shall be laid off first. Persons laid off for staff reduction shall have recall rights for a period of two years after layoff. Any employee shall be recalled in inverse order of layoff. In the event of recall, the City shall mail a notice of recall to the last known address of the employee on file with the City and the employee shall have three (3) days to respond to the notice of recall and two (2) weeks to report for duty. In the event that the employee fails to respond or fails to report, the employee shall forfeit recall rights. Part time employees, if any, shall be laid off prior to reduction of full time employees.

## ARTICLE X

### WITNESS PAY

Any off duty employee required to appear at any court hearing including but not limited to District Court and Magistrate's Court will be paid a minimum of two (2) hours pay at time and one-half if the employee is on a duty day and if not, a minimum of three (3) hours whichever is greater. The employee agrees to see that all witness fees are paid that the employee is entitled to and the employee agrees to turn such fees over to the City. Failure of the employee to apply for the witness fee available shall result in the amount of the witness fee that would have been received being deducted from the applicable pay under the provisions of this section.

## ARTICLE XI

### CALL TIME

Any employee called to work other than their regular shift shall be guaranteed two (2) hours work or two (2) hours pay at time and one-half in lieu thereof, except that employees called to start shift early shall be paid at the applicable rate for the time actually worked prior to the shift, then shall work their regular shift.

## ARTICLE XII

### EQUIPMENT

The City shall supply a wrap around bullet proof vest for patrol officers. Employees shall not be required to operate any vehicle that shall not pass the Iowa Motor Vehicle Safety Inspection requirements.

## ARTICLE XIII

### SICK LEAVE

- A. Accumulative Benefit. Each employee shall be entitled to sick leave for personal illness of employee, or maternity or injury of the employee with full pay on the following basis:

First and all subsequent years: Sick leave shall accumulate at the rate of 1½ days per month to a maximum of eighteen (18) days per year.

Unused sick leave can be accumulated from year to year with a maximum accumulation of (one hundred and twenty) 120 days which shall include the accumulated carryover from the previous years and sick leave in the present year.

- B. Use of Sick Leave Days. Sick leave days may be used in either full or one-half day units for physical or mental personal illness, bodily injury, medically related disabilities including disability resulting from pregnancy and childbirth, or contagious diseases:

1. Which require the employee's confinement;
2. Which render the employee unable to perform assigned duties; or
3. When performance of the performed duties jeopardize the employee's health or recovery;
4. Sick leave will also be granted for medical appointments during the week day.

- C. In the event an employee shall utilize sick leave for any illness or condition exceeding three consecutive work days, the City shall have the option of requiring a doctor's certificate from the employee's physician or practitioner or the City may require that the employee submit to examination by a physician or practitioner of the employer's choosing to provide such certificate. Nothing herein shall permit the City to have confidential medical records of the employee.



- D. Reporting. Employees must communicate illness and the taking of sick leave no later than the hour at which the employee normally reports for work.
- E. Terminating employees with five years of prior continuous service to the City shall be paid twenty percent (20%) of accumulated sick leave not exceeding a total of twenty-four (24) days.
- F. With the employee's consent, sick leave may be used to supplement workmens compensation benefits provided that the total amount received from workmens compensation benefits and sick leave benefits shall not exceed the employee's regular net compensation in any pay period.
- G. Record of Accumulation. Employees may examine records of accumulation and accounting of sick leave days on file in the office of the City Manager.
- H. The City Manager may permit additional paid or unpaid leave to an employee in excess of those set forth herein, the granting or denial or the payment of non-payment of which shall not be grievable under this agreement.

## ARTICLE XIV

### VACATION

Permanent Full Time employees shall be entitled to paid annual vacation as follows:

<u>Year of Employment--Continuous Service:</u>	<u>Vacation Time:</u>
Completion of year 1	2 weeks
Completion of 7 years	3 weeks
Completion of 15 years	4 weeks
Completion of 20 years	4 weeks plus 1 extra day of vacation for each year worked past the 20th year

Years of employment shall be determined by the anniversary date of each employee. Vacation shall be awarded after the year of accrual on the employee's anniversary date. Vacation awarded on an anniversary date must be used by the following anniversary date or the same will be lost. If vacation is requested and unreasonably denied, such vacation shall be carried over to the following year, or may be purchased at the City's option. Otherwise, no payment in cash shall be made for earned but unused vacation time, except to terminating employees in the year of termination.

All vacation must be reported to the City Manager's office. Vacation schedules will be controlled by department heads, and employees with the most seniority (i.e., longest continuous service in the City employ), shall have priority in requesting vacation time.

No vacation accrual will occur during unpaid leaves.

## ARTICLE XV

### HOLIDAYS

The following are observed paid holidays:

1. New Year's Day, January 1
2. President's Day
3. Memorial Day
4. Independence Day
5. Labor Day
6. Thanksgiving Day
7. Friday after Thanksgiving
8. Christmas Day
9. Employee's Birthday
10. Employee's Employment Anniversary Date
11. Floating holiday to be approved by the Department supervisor

In cases where a holiday falls on a date the employee does not work, the employee will receive compensation at straight time or, at the employee's option, compensation time at the single rate (i.e., one hour for each hour in the employee's normal duty day shift).

Employees required to work holidays will be paid time and one half over regular pay for the holiday worked, or, at the employee's option, may receive one and one-half hours of compensation time for each holiday hour worked.

An employee shall forfeit the right to payment for any holiday if there is an unexcused absence (except for illness) on the working day immediately preceding or following such holiday.

## ARTICLE XVI

### EMPLOYEE INSURANCE

A. HEALTH INSURANCE. The City agrees to provide full time employees health insurance coverage that is expressly subject to eligibility requirements of the insurance carrier providing insurance coverage for the City Health Insurance. The City shall provide each full time employee the full premium for the purchase of health and hospitalization insurance as specified in the recommended plan design in Exhibit A attached hereto and made a part hereof by this reference.

In addition to the single person employee coverage, the City shall provide the full premium to each full time employee for the purchase of family health and hospitalization insurance coverage as described on Exhibit A attached hereto. Such coverage shall be paid for each full time married employee only.

B. OTHER INSURANCE. The City shall provide each full time employee with term life and other insurance benefits as set out in Exhibit B attached hereto.

## ARTICLE XVII

### SAFETY

The City will make all reasonable efforts to provide a clean, safe and health place to work. Employees are expected to work safely, wear required safety equipment, observe all posted safety rules and regulations, and keep their work place neat and clean.

The City will reimburse employees for any personal property destroyed in the line of duty which is not covered by insurance.

Any employees involved in an accident, shall report the same to the employee's immediate supervisor at once. The City shall allow reasonable time, not to exceed one-half hour, at scheduled department meetings for a discussion of safety.

## ARTICLE XVIII

### RESIDENCY

City employees need not reside within the city limits but must be able to report for work within a

reasonable time. City employees shall also have a telephone and report the number to the head of their department.

## ARTICLE XIX

### PHYSICAL EXAMINATIONS

At the City's expense, prospective employees must satisfactorily pass a physical examination given by a physician designated by the City before being hired. Additionally, the person's complete medical history should be available to the City and a copy kept in the employee's personnel file. Individual departments may require employees pass an annual physical examination given by a City designated physician at City expense, or by their own physician at the employee's expense.

## ARTICLE XX

### COURT LEAVE

Any full time employee who is selected for jury duty or is called as a government witness, shall receive a paid leave of absence for the time spent on such duty. Compensation received by the employee from the court will be turned over to the City, with the exception of meal or travel expenses incurred by the employee. If an employee is summoned by a plaintiff or a defendant in an proceeding involving or arising from outside employment or personal business, the employee shall not be entitled to a leave with pay, but may use accrued vacation to offset the lost time.

If the employee is discharged from the jury before the workday ends, he must report immediately to the Employer for work. This shall be construed to mean pay for the regular working hours of the employee selected for such jury duty.

## ARTICLE XXI

### BONDS

Should the employer require any employee to give a bond the premium shall be paid by the employer. If the employee is found not to be bondable by the bonding company, he shall be released from employment immediately. This action by the employer shall not be subject to the grievance procedure.

The City shall replace the notary seal stamp as needed for employees of the City who serve as notaries public at the City's request.

## ARTICLE XXII

### COMPENSATION TIME

Compensation time or time off with pay shall be credited to the employee at the appropriate rate to be used strictly in accordance with the terms and provisions of the Fair Labor Standards Act as the same applies to municipalities. Compensation time may be available under the following Articles of the Contract:

Time worked beyond regular shift under Article VI;  
Witness time under Article X;  
Holiday time under Article XV;  
Call time under Article XI;

provided, however, that no employee may accumulate more than 120 hours of compensation time or more than the number of hours of compensation time that may be paid for within a single pay period. The taking of compensation time shall be scheduled with the employee's immediate supervisor and scheduling shall not be unreasonably denied.

## ARTICLE XXIII

### GRIEVANCE PROCEDURE

#### A. Definitions.

1. A "grievance" is a claim that there has been an alleged violation, misinterpretation, or misapplication of any provisions of this agreement.
2. A "grievant" or "aggrieved person" is defined as the employee making the claim.

#### B. Representation. Any employee covered by the terms of this agreement shall have the right to present grievances in accordance with the procedures herein and shall have the right to Union representation at any stage of the grievance procedure.

#### C. Time Lines.

1. The failure of the grievant to act on any grievance within the prescribed time limit will act as a bar to any further appeal.

2. The time lines specified may, however, be extended by mutual agreement between the grievant and the City.

D. Procedure.

1. Level One.

An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant and the chief or police or his designee.

2. Level Two.

If the grievance cannot be resolved informally, the aggrieved person shall file a grievance in writing, and at a mutually agreeable time discuss the matter with the City Manager or other person designated by the City Council. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the agreement allegedly violated and shall state the remedy required. The filing of the formal, written grievance at step 2 must be within seven working days from the date of occurrence of the event giving rise to the grievance. The City Manager or other person designated by the City Council shall make a decision on the grievance and communicate the same in writing to the grievant within ten working days after receipt of the formal written grievance.

3. In the event the grievance has not been satisfactorily resolved at the second level the grievant may request binding arbitration. In such event the grievant shall submit a request for arbitration in writing to the City Manager within fifteen (15) working days after receipt of the decision at Level Two. Thereafter the parties shall have seven working days within which to select an arbitrator. In the event that the parties fail to mutually select an arbitrator within the seven working day period, either party shall have five working days thereafter to make a request to the Public Employment Relations Board for a list of seven potential arbitrators. The parties shall determine by lot which party shall strike a name from the list of seven arbitrators so provided, and the parties will then alternatively each strike a name from the panel until only one name shall remain. The remaining named arbitrator shall be the arbitrator for the dispute. The arbitrator so selected shall confer with the representatives of the parties and shall hold hearings promptly and shall issue his decision no later than fifteen (15) days from the date of the close of the hearings, or, if oral hearings have been made then from the date of the final submission of statements and proofs on the issues. The arbitrator may hold

formal or informal hearings, examine witnesses and documents, take testimony and receive evidence, require the attendance of witnesses and production of records to assist in making his decision. The arbitrator's decision shall be in writing and set for the findings of fact, reasoning and conclusions on the issues submitted. The arbitrator's decision on a grievance may not change, nullify or amend the terms, conditions or provisions of this agreement, and the arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the Union or the City. The decision of the arbitrator must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the agreement.

Costs of the services of the arbitrator including actual and necessary travel, subsistence, expenses and the cost of any hearing room shall be borne equally by the City and the Union. Any other expenses incurred shall be paid by the party incurring the same.

## ARTICLE XXIV

### WAGES AND HOURS

Employees for the period covered by this agreement shall be compensated in accordance with the schedules attached hereto for the year 2005-2006; the year 2006-2007 and the year 2007-2008. Experience shall be calculated from the employee's date of hire. The compensation rate shall apply for the period designated beginning July 1, 2005 and ending June 30, 2006 and shall be identified as rates of compensation for 2005-2006. Compensation for the period beginning July 1, 2006 and ending June 30, 2007 shall be identified as rates of compensation for 2006-2007. Compensation for the period beginning July 1, 2007, and ending June 30, 2008, shall be identified as rates of compensation for 2007-2008. Present employees shall be placed on the schedule as indicated in the placement schedule. Employees shall move from one step to the other and shall be compensated accordingly. Movement from one step to the other shall be calculated on the anniversary of the employee's date of hire. All new employees to the department in each category shall enter on the lowest step in that category provided, however, that in the case of interdepartmental promotions where someone who is currently serving as dispatcher would move to head dispatcher, or where someone who is serving as an officer might move to the category of sergeant will be made in the upper schedule at the first level above the present lower schedule base compensation of said employee.

Full time employees covered by this agreement shall have a work week consisting of five eight hour days in each seven day week. The regular hourly rate shall be paid for all regular hours worked not to exceed eight (8) hours in any one work day and five (5) work days in any one seven (7) day work

week. Hours in excess of eight (8) hours on a duty day or more than five (5) eight hour days in a duty week shall be compensated at the overtime rate.

Police officers not covered by Social Security withholding may elect to make a contribution to a designated Social Security replacement program fund maintained by a single provider to be designated by the Union. Each individual officer may in January of each year designate a percentage of his or her gross salary from -0- up to the maximum contribution for which the city would be responsible had the officer been under the Social Security program. Such a percentage shall be withheld from the officer's compensation and matched by the city. The officer shall not be permitted to raise or lower the contribution rate until the following January. No part of the amounts contributed by the City or the officer may be removed from the program except in the event of termination of the employment of the employee with the City of Iowa Falls. The program would cease immediately upon a determination that the officers must be covered by the Social Security Administration.

IOWA FALLS POLICE DEPARTMENT  
2005-2006 PAY SCHEDULE

(See Attached Exhibit "C")

IOWA FALLS POLICE DEPARTMENT  
2006-2007 PAY SCHEDULE

(See Attached Exhibit "D")

IOWA FALLS POLICE DEPARTMENT  
2007-2008 PAY SCHEDULE

(See Attached Exhibit "E")

STEP PLACEMENT OF EXISTING EMPLOYEES  
ON SCHEDULE AS OF JULY 1, 2005

OFFICER (Name)	STEP	ANNIVERSARY DATE
Nachazel	A	2-25-05
Emerson	(L-2)1	6-2-97



Harken	(L-2)2	12-5-94
Littschwager	(L-2)2	9-26-94
Metz	(L-1)2	9-2-97
Trapp	A	2-28-05
Prochaska	C	7-15-02

SERGEANT	STEP	ANNIVERSARY DATE
McDaniel	(L-1)1	4-1-01 (promotion)
Knudsen	(L-2)1	7-1-97 (promotion)

HEAD DISPATCHER	STEP	ANNIVERSARY DATE
Berndt	(L-2)2	10-9-66

DISPATCHER	STEP	ANNIVERSARY DATE
Below	F	6-1-00
Brannick	(L-1)2	7-7-97
Brooks	E	4-24-01

#### ARTICLE XXV

#### DURATION

This agreement shall be in full force and effect, upon ratification and acceptance by the parties from July 1, 2005 through June 30, 2008.

Dated this 14 day of MARCH, 2005.

EMPLOYEE ORGANIZATION CITY OF IOWA FALLS, IOWA

BY: 

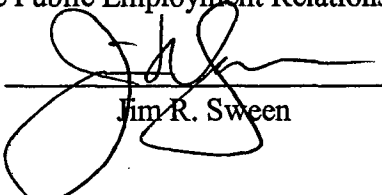
Jim R. Sween  
Its Chief Negotiator

BY: 

Clark E. McNeal  
Its Chief Negotiator

CERTIFICATE AS TO RATIFICATION

On this 25th day of MARCH, 2005, the undersigned hereby certifies that the foregoing agreement was ratified by the members of the bargaining unit represented by the Bargaining Unit pursuant to the provisions of the Public Employment Relations Act and the rules of the Public Employment Relations Board.

  
Jim R. Sween

CERTIFICATE AS TO ACCEPTANCE

On this 21st day of MARCH, 2005, the undersigned hereby certifies that the above and foregoing agreement was accepted by the City Council of the City of Iowa Falls, Iowa, at its meeting held on the 21st day of MARCH, 2005, after making the terms of the said agreement public pursuant to the Rules of the Public Employment Relations Act and the Public Employment Relations Board.

CITY OF IOWA FALLS, IOWA

BY: 

Rocky Lavallo, Mayor

ATTEST:



Brent Hinson, Clerk

# THE CITY OF IOWA FALLS

## CURRENT PLAN DESIGN

### NON-SELECT BENEFITS

	Area 1		Area 2	
	FIRST \$200	NEXT \$1,500	NEXT \$800	THEREAFTER
CITY OF IOWA FALLS SELF INSURED FUND	0	80% or \$1,200	100% or \$800	0
EMPLOYEE*	100% or \$200	20% or \$300	0	0
WELLMARK BC/BS OF IOWA	0	0	0	100%

\* Out of Pocket Maximum to Employee = \$ 500

\* Out of Pocket Maximum to Family = \$1,000

### ALLIANCE SELECT BENEFITS

	Area 1		Area 2	
	FIRST \$500	NEXT \$1,200	NEXT \$800	THEREAFTER
CITY OF IOWA FALLS SELF INSURED FUND	90% or \$450	90% or \$1,080	90% or \$720	0
EMPLOYEE*	10% or \$50	10% or \$120	10% or \$80	0
WELLMARK BC/BS OF IOWA	0	0	0	100%

\* Out of Pocket Maximum to Employee = \$250

\* Out of Pocket Maximum to Family = \$500

ARTICLE XVI  
EXHIBIT A

# THE CITY OF IOWA FALLS

## RECOMMENDED PLAN DESIGN (C8D / PNS – In Network)

	Area I		Area II	
	FIRST \$2,500	NEXT \$2,500	NEXT \$25,000	THEREAFTER
CITY OF IOWA FALLS SELF INSURED FUND	90% or \$2,250	20% or \$500	20% or \$5,000	0
EMPLOYEE*	10% or \$250	0**	0**	0
WELLMARK BC/BS OF IOWA	0	80% or \$2,000	80% or \$20,000	100%

\* Out of Pocket Maximum to Employee = \$ 250

\* Out of Pocket Maximum to Family = \$ 500

\* \$2,000,000 Lifetime Maximum per Member

\* \$20 Office Visit Co-Pay: (100% of balance paid by Wellmark BC/BS of Iowa) (could be reimbursed to lower co-payment)

\* \$75 Emergency Room Co-Pay: (100% of balance paid by Wellmark BC/BS of Iowa)

\* Prescription Co-Pay Benefit with Separate \$100 Deductible (waived for generics); After Co-Pay 100% Paid by Wellmark BC/BS  
\$10 – Generics \$25 – Preferred Brand \$40 – Non-Preferred

\* Both Mandated & Non-Mandated "Routine Care" is Considered a Covered Expense

\* All Co-Pays Count Toward Out of Pocket Maximums

\* Deductible Waived For Accidents

\* Full Member Benefits (Iowa & Nationally)

\*\* Increases by 20% when using an out-of-network provider

# THE CITY OF IOWA FALLS

## \$2,500 Alliance Select Deductible Exposed Liability and Anticipated Claims

5 Singles	x	\$2,750	\$ 13,750.00	
39 Families	x	\$5,500	<u>\$ 214,500.00</u>	
Gross Total Exposure			\$ 228,250.00	Area I
Times Claim Factor			x <u>25.6%*</u>	
Anticipated Claims for Year One (subtotal)			\$ 58,432.00	
Plus Anticipated Claims from Co-Insurance Area			<u>\$ 24,762.50</u>	Area II
Total Anticipated Claims			\$ 83,194.50	

\* This percentage is normally 12.8%. However, 25.6% was used for conservative comparison purposes. (IA Falls last 12 months was 15.3%)

\*\* 2.1% is normal; 3.5% was used; IA Falls last 12 months was 2.3%

# THE CITY OF IOWA FALLS

## RATE SUMMARY

The following rates represent the cost, fixed and projected, which include the Administration & Services Fees, Monthly Premium and the Projected Self Insured Fund Costs.

<u>SINGLE</u>		<u>FAMILY</u>
\$ 225.11	Medical Premium	\$ 562.76
\$ 19.65	Ad Fee	\$ 19.65
<u>\$ 49.04</u>	Self Fund	<u>\$ 171.64</u>
\$ 293.80	Total	\$ 754.05
<u>x 5</u>	No. of Employees	<u>x 39</u>
\$ 1,469.00		\$29,407.95

Total per month (all costs) = \$30,876.95\*

\* This results in a 13% cost decrease; rather than a 10.8% cost increase.

# CITY OF IOWA FALLS

## General Plan Comparison

Alliance Select Category	Current Plan	New Plan
Deductible:      Single: Family:	0 0	0 0
Co-Insurance:	10%	10%
Out of Pocket Maximums:  Single: Family:	  *\$250 + some procedure *\$500 co-insurance	  \$ 250 includes co-pays \$ 500 and co-insurance
Emergency Room Visits:	10%	\$75 co-pay
Doctor Office Visits:	10%	\$20 co-pay
Outpatient Prescription Drugs:	Employee pays 100% of cost & waits for 90% reimbursement	Separate Rx benefit: EE pays 1 <sup>st</sup> \$100; then \$10/\$25/ or \$40 co-pays and gets reimbursed for \$100 & co-pays
Routine Care:	Only mandated routine care is covered Most routine care is not covered	All routine coverage is considered a covered expense
Full Member Benefits:	Yes	Yes

\*Out of Pocket maximums are \$250/\$500 for Alliance Select benefits. However, could be as high as \$500/\$1,000 if Non Select benefits (e.g. – prescription drug coverage)

## Schedule of Benefits

**Class I** All eligible full-time employees

**Amount of Life Insurance** \$20,000

**Accidental Death &  
Dismemberment Principal Sum** \$20,000

The benefit amounts above will reduce by 35% upon the Insured's attainment of age 65 and will further reduce by an additional 25% of the original amount at age 70, and by an additional 15% of the original amount at age 75. Benefits terminate at retirement.

### **Amount of Dependent Life Insurance Benefit**

Spouse	\$2,500
Child(ren) the age of:	
14 days, but less than 6 months	\$100
6 months, but less than 19 years [23 years if a full-time student]	\$1,000

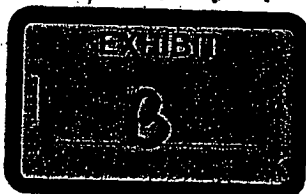
### **ADDENDUM**

The definition of "Dependent spouse" shall be amended to read:

**Dependent spouse means the Insured's lawful spouse.**

Item 6. of the Termination of Dependent Coverage provision shall be deleted in its entirety.

ARTICLE XVI





## IOWA FALLS POLICE DEPARTMENT

## 2005-2006 Pay Schedule

2% COL

3% 1 Year Steps

5% 2 Year Steps

	STEP		HR RATE		OT RATE		BI-WK AMT		ANNUAL AMT
<b>OFFICERS</b>									
1 YR	A	\$	14.27	\$	21.40	\$	1,141.58	\$	29,681.18
1 YR	B	\$	14.70	\$	22.05	\$	1,175.83	\$	30,571.62
1 YR	C	\$	15.14	\$	22.71	\$	1,211.11	\$	31,488.77
1 YR	D	\$	15.59	\$	23.39	\$	1,247.44	\$	32,433.43
1 YR	E	\$	16.06	\$	24.09	\$	1,284.86	\$	33,406.43
1 YR	F	\$	16.54	\$	24.81	\$	1,323.41	\$	34,408.63
2 YRS	L1	\$	17.37	\$	26.05	\$	1,389.58	\$	36,129.06
2 YRS	L2	\$	18.24	\$	27.36	\$	1,459.06	\$	37,935.51
MAXIMUM	L3	\$	19.15	\$	28.73	\$	1,532.01	\$	39,832.29

<b>SERGEANT</b>									
1 YR	A	\$	15.95	\$	23.93	\$	1,276.22	\$	33,181.82
1 YR	B	\$	16.43	\$	24.65	\$	1,314.51	\$	34,177.28
1 YR	C	\$	16.92	\$	25.39	\$	1,353.95	\$	35,202.60
1 YR	D	\$	17.43	\$	26.15	\$	1,394.56	\$	36,258.67
1 YR	E	\$	17.96	\$	26.93	\$	1,436.40	\$	37,346.44
1 YR	F	\$	18.49	\$	27.74	\$	1,479.49	\$	38,466.83
2 YRS	L1	\$	19.42	\$	29.13	\$	1,553.47	\$	40,390.17
2 YRS	L2	\$	20.39	\$	30.58	\$	1,631.14	\$	42,409.68
MAXIMUM	L3	\$	21.41	\$	32.11	\$	1,712.70	\$	44,530.16

<b>HEAD DISPATCHER</b>									
1 YR	A	\$	12.74	\$	19.11	\$	1,019.18	\$	26,498.78
1 YR	B	\$	13.12	\$	19.68	\$	1,049.76	\$	27,293.76
1 YR	C	\$	13.52	\$	20.27	\$	1,081.25	\$	28,112.56
1 YR	D	\$	13.92	\$	20.88	\$	1,113.69	\$	28,955.94
1 YR	E	\$	14.34	\$	21.51	\$	1,147.10	\$	29,824.61
1 YR	F	\$	14.77	\$	22.15	\$	1,181.51	\$	30,719.35
2 YRS	L1	\$	15.51	\$	23.26	\$	1,240.59	\$	32,255.32
2 YRS	L2	\$	16.28	\$	24.42	\$	1,302.62	\$	33,888.09
MAXIMUM	L3	\$	17.10	\$	25.65	\$	1,367.75	\$	35,581.49

<b>DISPATCHER</b>									
1 YR	A	\$	11.79	\$	17.69	\$	943.30	\$	24,525.70
1 YR	B	\$	12.14	\$	18.22	\$	971.69	\$	25,261.47
1 YR	C	\$	12.51	\$	18.76	\$	1,000.74	\$	26,019.31
1 YR	D	\$	12.88	\$	19.33	\$	1,030.77	\$	26,799.89
1 YR	E	\$	13.27	\$	19.91	\$	1,061.69	\$	27,603.89
1 YR	F	\$	13.67	\$	20.50	\$	1,093.54	\$	28,432.00
2 YRS	L1	\$	14.35	\$	21.53	\$	1,148.22	\$	29,853.60
2 YRS	L2	\$	15.07	\$	22.61	\$	1,205.63	\$	31,346.28
MAXIMUM	L3	\$	15.82	\$	23.74	\$	1,265.91	\$	32,913.60

EXHIBIT C

## IOWA FALLS POLICE DEPARTMENT

## 2006-2007 Pay Schedule

2% COL

3% 1 Year Steps

5% 2 Year Steps

	STEP	HR RATE	OT RATE	BI-WK AMT	ANNUAL AMT
<b>OFFICERS</b>					
1 YR	A	\$ 14.56	\$ 21.83	\$ 1,164.42	\$ 30,274.81
1 YR	B	\$ 14.99	\$ 22.49	\$ 1,199.35	\$ 31,183.05
1 YR	C	\$ 15.44	\$ 23.16	\$ 1,235.33	\$ 32,118.54
1 YR	D	\$ 15.90	\$ 23.86	\$ 1,272.39	\$ 33,082.10
1 YR	E	\$ 16.38	\$ 24.57	\$ 1,310.56	\$ 34,074.56
1 YR	F	\$ 16.87	\$ 25.31	\$ 1,349.88	\$ 35,096.80
2 YRS	L1	\$ 17.72	\$ 26.58	\$ 1,417.37	\$ 36,851.64
2 YRS	L2	\$ 18.60	\$ 27.90	\$ 1,488.24	\$ 38,694.22
MAXIMUM	L3	\$ 19.53	\$ 29.30	\$ 1,562.65	\$ 40,628.93

<b>SERGEANT</b>					
1 YR	A	\$ 16.27	\$ 24.41	\$ 1,301.75	\$ 33,845.46
1 YR	B	\$ 16.76	\$ 25.14	\$ 1,340.80	\$ 34,860.82
1 YR	C	\$ 17.26	\$ 25.89	\$ 1,381.02	\$ 35,906.65
1 YR	D	\$ 17.78	\$ 26.67	\$ 1,422.48	\$ 36,983.85
1 YR	E	\$ 18.31	\$ 27.47	\$ 1,465.13	\$ 38,093.36
1 YR	F	\$ 18.86	\$ 28.30	\$ 1,509.08	\$ 39,236.16
2 YRS	L1	\$ 19.81	\$ 29.71	\$ 1,584.54	\$ 41,197.97
2 YRS	L2	\$ 20.80	\$ 31.20	\$ 1,663.76	\$ 43,257.87
MAXIMUM	L3	\$ 21.84	\$ 32.76	\$ 1,746.85	\$ 45,420.77

**HEAD****DISPATCHER**

1 YR	A	\$ 12.89	\$ 18.49	\$ 1,039.57	\$ 27,028.76
1 YR	B	\$ 13.38	\$ 20.08	\$ 1,070.75	\$ 27,839.62
1 YR	C	\$ 13.79	\$ 20.68	\$ 1,102.88	\$ 28,674.81
1 YR	D	\$ 14.20	\$ 21.30	\$ 1,135.96	\$ 29,535.06
1 YR	E	\$ 14.63	\$ 21.94	\$ 1,170.04	\$ 30,421.11
1 YR	F	\$ 15.06	\$ 22.60	\$ 1,205.14	\$ 31,333.74
2 YRS	L1	\$ 15.82	\$ 23.73	\$ 1,265.40	\$ 32,900.43
2 YRS	L2	\$ 16.61	\$ 24.91	\$ 1,328.67	\$ 34,545.45
MAXIMUM	L3	\$ 17.44	\$ 26.16	\$ 1,395.10	\$ 36,272.72

**DISPATCHER**

1 YR	A	\$ 12.03	\$ 18.04	\$ 982.16	\$ 25,016.21
1 YR	B	\$ 12.39	\$ 18.58	\$ 991.03	\$ 25,766.70
1 YR	C	\$ 12.76	\$ 19.14	\$ 1,020.76	\$ 26,539.70
1 YR	D	\$ 13.14	\$ 19.71	\$ 1,051.38	\$ 27,335.89
1 YR	E	\$ 13.54	\$ 20.30	\$ 1,082.92	\$ 28,155.96
1 YR	F	\$ 13.94	\$ 20.91	\$ 1,115.41	\$ 29,000.64
2 YRS	L1	\$ 14.64	\$ 21.96	\$ 1,171.18	\$ 30,450.68
2 YRS	L2	\$ 15.37	\$ 23.08	\$ 1,229.74	\$ 31,973.21
MAXIMUM	L3	\$ 16.14	\$ 24.21	\$ 1,291.23	\$ 33,571.87

EXHIBIT D

## IOWA FALLS POLICE DEPARTMENT

## 2007-2008 Pay Schedule

2% COL

3% 1 Year Steps

5% 2 Year Steps

	STEP		HR RATE		OT RATE	BI-WK AMT	ANNUAL AMT
OFFICERS							
1 YR	A	\$	14.85	\$	22.27	\$ 1,187.70	\$ 30,880.30
1 YR	B	\$	15.29	\$	22.94	\$ 1,223.34	\$ 31,806.71
1 YR	C	\$	15.75	\$	23.63	\$ 1,260.04	\$ 32,760.91
1 YR	D	\$	16.22	\$	24.33	\$ 1,297.84	\$ 33,743.74
1 YR	E	\$	16.71	\$	25.06	\$ 1,336.77	\$ 34,756.05
1 YR	F	\$	17.21	\$	25.82	\$ 1,376.87	\$ 35,798.74
2 YRS	L1	\$	18.07	\$	27.11	\$ 1,445.72	\$ 37,588.67
2 YRS	L2	\$	18.98	\$	28.46	\$ 1,516.00	\$ 39,468.11
MAXIMUM	L3	\$	19.92	\$	29.89	\$ 1,593.90	\$ 41,441.51

SERGEANT							
1 YR	A	\$	16.60	\$	24.90	\$ 1,327.78	\$ 34,522.37
1 YR	B	\$	17.10	\$	25.64	\$ 1,367.62	\$ 35,658.04
1 YR	C	\$	17.61	\$	26.41	\$ 1,408.65	\$ 36,824.78
1 YR	D	\$	18.14	\$	27.20	\$ 1,450.90	\$ 37,723.63
1 YR	E	\$	18.68	\$	28.02	\$ 1,494.43	\$ 38,855.23
1 YR	F	\$	19.24	\$	28.88	\$ 1,539.26	\$ 40,020.89
2 YRS	L1	\$	20.20	\$	30.30	\$ 1,616.23	\$ 42,021.93
2 YRS	L2	\$	21.21	\$	31.82	\$ 1,697.04	\$ 44,123.03
MAXIMUM	L3	\$	22.27	\$	33.41	\$ 1,781.69	\$ 46,329.18

HEAD DISPATCHER							
1 YR	A	\$	13.25	\$	19.88	\$ 1,060.36	\$ 27,569.33
1 YR	B	\$	13.65	\$	20.48	\$ 1,092.17	\$ 28,396.41
1 YR	C	\$	14.06	\$	21.09	\$ 1,124.93	\$ 29,248.31
1 YR	D	\$	14.48	\$	21.73	\$ 1,158.68	\$ 30,125.78
1 YR	E	\$	14.92	\$	22.38	\$ 1,193.44	\$ 31,029.53
1 YR	F	\$	15.37	\$	23.05	\$ 1,229.25	\$ 31,960.42
2 YRS	L1	\$	16.13	\$	24.20	\$ 1,290.71	\$ 33,558.44
2 YRS	L2	\$	16.94	\$	25.41	\$ 1,355.24	\$ 35,236.36
MAXIMUM	L3	\$	17.79	\$	26.68	\$ 1,423.01	\$ 36,998.18

DISPATCHER							
1 YR	A	\$	12.27	\$	18.40	\$ 981.41	\$ 25,616.53
1 YR	B	\$	12.64	\$	18.95	\$ 1,010.85	\$ 26,282.03
1 YR	C	\$	13.01	\$	19.52	\$ 1,041.17	\$ 27,070.49
1 YR	D	\$	13.41	\$	20.11	\$ 1,072.41	\$ 27,882.61
1 YR	E	\$	13.81	\$	20.71	\$ 1,104.58	\$ 28,719.08
1 YR	F	\$	14.22	\$	21.33	\$ 1,137.72	\$ 29,680.66
2 YRS	L1	\$	14.83	\$	22.40	\$ 1,194.60	\$ 31,059.69
2 YRS	L2	\$	15.68	\$	23.52	\$ 1,254.33	\$ 32,612.67
MAXIMUM	L3	\$	16.46	\$	24.69	\$ 1,317.05	\$ 34,243.31

EXHIBIT E